

SENT VIA EMAIL ONLY

October 6, 2011

Robert Sapien, Jr.
President, San Jose Firefighters, IAFF, Local 230
425 E. Santa Clara Street, Suite 300
San Jose, CA 95113

Re: POA and Local 230 Retirement Reform Proposal

Dear Robert:

I received your letter (enclosed) via email earlier this afternoon.

Our understanding is that the proposal made by the POA and Local 230 includes having new hires go into the State retirement system (CalPERS) and providing new employees with a choice to leave the City's retirement system and become covered by CalPERS benefits. This would mean that a certain percentage of employees would be left in the City's retirement plan and the rest would transfer to CalPERS. The City's interest is to fully understand your proposal, including the implications of moving some employees (who elect to do so) from the City's retirement plan to CalPERS. We appreciate your understanding of the complex issues involved.

During our meeting yesterday, we discussed the union's suggestion of having someone from CalPERS attend a negotiation session. The next step was that the POA and Local 230 were to let us know when someone from CalPERS could attend a meeting with our bargaining teams. We are hopeful this could be arranged very quickly given the short time to left in the established negotiations timeline.

Based on your letter, we are unsure what you are requesting of us beyond what we discussed during yesterday's negotiation session. We would appreciate clarification.

Sincerely,

/s/

Alex Gurza
Deputy City Manager

Enc.

c: Jonathan Holtzman, Esq.—Legal Counsel to City of San Jose
Gina Donnelly and Aracely Rodriguez—City of San Jose
John Tennant, Esq.—Legal Counsel to SJPOA
Gregg Adam, Esq.—Legal Counsel to SJPOA
Christopher Platten, Esq. —Legal Counsel to IAFF, Local 230
George Beattie, SJPOA President



San Jose Fire Fighters • Local 230

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October 5, 2011

Alex Gurza, Deputy City Manager
City of San Jose – Office of Employee Relations
200 East Santa Clara Street
San Jose, CA 95113

RE: California Public Retirement System (CalPERS)

Dear Alex:

In our discussion yesterday regarding the September 28, 2011 retirement reform proposal submitted jointly by San Jose Police Officers Association and San Jose Fire Fighters, IAFF Local 230, all parties concluded that a meeting with representatives from CalPERS would be helpful in addressing questions from the City.

In anticipation that a request from my office for such a meeting would beg the question of the City's interests, I am writing to ask that you confirm my understanding of our discussion on this matter so that I may relate it to CalPERS.

Thank you in advance for your assistance. As you have emphasized, it is critical that we move without delay, mindful of the established negotiations timeline.

Respectfully,


Robert Sapien, Jr., President

Cc: George Beattie, President – San Jose Police Officers Association
John Tennant, Esq. – Legal Counsel to SJPOA
Gregg Adam, Esq. – Legal Counsel to SJPOA
Jeff Welch, Vice-President, SJFF, Local 230
Christopher E. Platten, Esq. – Legal Counsel to SJFF, Local 230